

## **Current Situations and Tasks of Higher Education Certification System in Preparation for Global Manpower Exchanges**

Il-gyu Kang, Tong Park, Sang-hee Kang

This research seeks to foster a better understanding of the research needs and to conduct theoretical deliberations on the current state and tasks associated with the higher education certification system. Moreover, an attempt is also made to derive developmental tasks pertaining to higher education in preparation for the expansion of global exchanges of manpower.

The survey on the current state of the certification system found that while many people felt that a global certification system was necessary, the current certification system was regarded as being laden with a series of problems that ranged from indifference at the company level” to “low awareness.” In this regard, it is important that proactive support be provided at the government level, the numerous certification institutions currently scattered here and there be integrated and operated on a sectoral basis, and that efforts to promote the certification system be expanded as well.

There is a need to establish the basic direction of the higher education certification system in preparation for the expansion of global manpower exchanges. The advent of the 21st century has been accompanied by a growing competition amongst nations throughout all sectors of society. It is inevitable within such a knowledge-based competition society that global manpower exchanges will be expanded. Such changes within the international environment serve as both a threat and an opportunity for Korea. Here, the globalization of the domestic workforce should be perceived as an essential component of any attempt to maximize the opportunities that arise within an international society.

Therefore, higher education certification systems in the global manpower exchange era should be geared towards increasing national competitiveness through the fostering of global manpower, and be utilized as a significant axis

for national development within a knowledge-based competition society. The expansion of official approval of certification systems amongst nations is also needed. As seen from the analysis of other countries, there is a need to expand the exchange of individual capacities amongst nations through the certification system, and to utilize such systems as an important means to bring about joint cooperation and development amongst nations. In this regard, it is incumbent that mutual recognition of each party's higher education certification system be included in FTA agreements, and that global exchanges of manpower be expanded. First, the higher education certification system should be geared towards the imminent expansion of global manpower exchanges. Second, quality improvements should be sought in terms of internal stability. Third, complementarity amongst nations must be achieved. Fourth, the internationalization of the certification system must be brought about. Fifth, sustainability should be pursued. Sixth, fairness must be ensured.

#### ○ Suggestions

The role of a macro-level higher education certification system is important. Establishing a flexible certification system is necessary. Systematic support at the government level must be sought in order to induce the voluntary participation of professors. This can be achieved by having the tasks carried out as part of the operation of the certification system, such as the preparing of subject portfolios, and the time spent on such ends be reflected in the assessments of professors' performance. In this regard, simplifying the preparation of certifications would inevitably enhance the belief that the data prepared by individual schools is both realistic and reliable. The universities, governments, and companies must play an enhance role in terms of bringing innovation to higher education. In conclusion, the task of improving higher education must be overseen by those engaged in the field of higher education. The taking of the above-mentioned steps will go a long way towards resolving the problems faced by higher education from both the standpoint of suppliers and consumers.

The higher education certification system must be linked to global manpower exchanges. The introduction of an international local expert certification system and the linking of this certification system to those used in individual fields represent necessary steps. However, the expansion of global campuses based on the linking of certification systems and universities' attempts to bring about

globalization; exchange of students; expansion of student exchange programs; further development of the multi-degree system; fostering of overseas internship programs; and the expansion of exchange programs rooted in the concepts of international education and specialization are also needed. The linking of certification systems to overseas employment is also important. Particularly important steps that must be taken include the achievement of the global standardization of the education certification system and certification standards, the promotion of the establishment of a multilateral international cooperative body, and the linking of Korea's certification system and overseas employment through regular meetings of the above-mentioned multilateral international cooperative body.